



# UNIVERSITY OF HAWAII SYSTEM

## Legislative Testimony

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Testimony Presented Before the  
House Committee on Labor & Public Employment  
and  
House Committee on Lower & Higher Education  
Monday, March 18, 2019 at 2:10 p.m.

By  
Joyce Najita, Director  
Industrial Relations Center  
Dr. Monica Ghosh, Interim University Librarian  
University of Hawai'i Library Services  
And  
Dr. Laura Lyons  
Interim Associate Vice Chancellor for Academic Affairs  
University of Hawai'i at Mānoa

HCR 179/HR 161 – REQUESTING THE UNIVERSITY OF HAWAII BOARD OF REGENTS TO CONTINUE TO SUPPORT AND FUND THE INDUSTRIAL RELATIONS CENTER AS A VALUABLE LABOR-MANAGEMENT RELATIONS RESOURCE FOR THE PUBLIC AND PRIVATE SECTORS.

Chairs Johanson and Woodson, Vice Chairs Eli, Hashem and Perruso, and members of the committees:

The Industrial Relations Center (IRC), University of Hawai'i at Mānoa provides the following comments in support of HCR 179/HR 161 for your consideration. My name is Joyce M. Najita, Director of the Industrial Relations Center, University of Hawai'i at Mānoa.

There is a genuine concern among members of the greater labor relations community in Hawai'i from both the human resources management and organized labor communities over the steady decline in support for the fields of human resources management and industrial relations both locally and nationally. It is the spirit of this concern that was the primary motivation for the Resolution. This specific resolution is designed to support the Industrial Relations Center as we move into the future. The issues that the IRC addresses involve the very future of work, the future of labor, and the future of labor-management relations. The University of Hawai'i Board of Regents founded the Industrial Relations Center in 1948 for these purposes. For these reasons, the Industrial Relations Center supports the approval of this Resolution, which requests that the University of Hawai'i Board of Regents continue to support and fund the Industrial Relations Center as we move into the future.

The Industrial Relations Center (IRC) has provided service to the private and public sectors, including both management and labor in Hawai'i for 70 years. In 2020, the 50th anniversary of the Hawai'i Collective Bargaining in Public Employment law will have been reached. Both management and labor in the field of labor relations needs a research arm that is impartial to the respective interests of both sides of human resources/labor. The neutrality of the Industrial Relations Center with respect to labor-management relations has been at the core of the IRC's founding mission since 1948.

It is evident that labor relations has not faced such grave problems since the 1930s. This current climate of concern for and problems facing industrial relations as a whole comes from all levels: the United States Supreme Court, the National Labor Relations Board, additional federal and state/county agencies, labor unions and human resources management staff. It is within this context that questions over the survival of the Industrial Relations Center have been raised. Interested parties in the local community have been so concerned that they have sought to strengthen the commitment to preserve the Industrial Relations Center so that it is available to all parties that have a vested interest in preserving a strong and viable labor-management community in Hawai'i.

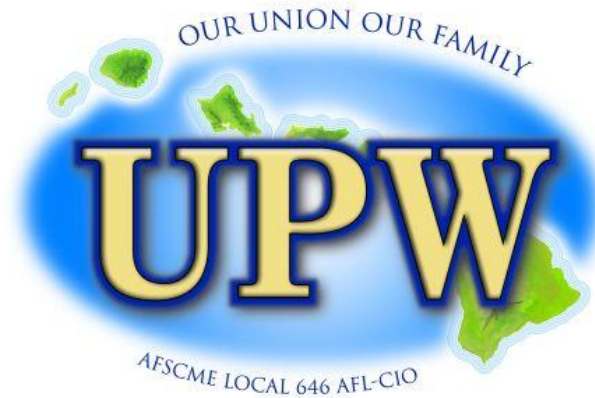
The IRC's mission is to promote understanding of labor-management problems, techniques, and policies; and to provide for labor, management, and the community sources of information in the field of industrial relations.

Originally established in the College of Business Administration, the IRC is now an independent organized research unit administered under Library Services. The value of the IRC's neutral position was aptly described in 1970 by J. B. Ferguson, former Director of the IRC, when he said that having separate education programs for labor and management "...tends to perpetuate the polarization between management and labor by emphasizing the differences between them rather than emphasizing their mutual interdependence in today's world. Techniques for easing and avoiding conflict seem to be of greater importance, given present laws and existing attitudes, than do techniques which perpetuate antagonism...."

Over the years, the IRC has established a reputation as an impartial and trusted resource agency in the highly adversarial field of labor-management relations in both the public and private sectors.

The IRC is a member of a national organization of professionals in the industrial relations field called the Labor and Employment Relations Association (LERA), as well as its Hawai'i Chapter. LERA was previously known as the Industrial Relations Research Association (IRRA), and the Hawai'i Chapter of LERA has maintained the IRRA designation. As a service to the industrial relations community, the IRC provides administrative services to the IRRA-Hawai'i Chapter.

Thank you for your time and consideration of the IRC's comments in support of HCR 179 and HR 161.



**THE HAWAII STATE HOUSE OF REPRESENTATIVES**

The Thirtieth Legislature  
Regular Session of 2019

**Committee on Labor & Public Employment**

Representative Aaron Ling Johanson, Chair  
Representative Stacylynn K.M. Eli, Vice Chair

**Committee On Lower & Higher Education**

Representative Justin H. Woodson, Chair  
Representative Mark J. Hashem, Vice Chair  
Representative Amy A. Peruso, Vice Chair

Date of Hearing: Monday, March 18, 2019  
Time of Hearing: 2:10 p.m.  
Place of Hearing: Conference Room 309

**TESTIMONY ON REQUESTING THE UNIVERSITY OF HAWAII BOARD OF  
REGENTS TO CONTINUE TO SUPPORT AND FUND THE INDUSTRIAL RELATIONS  
CENTER AS A VALUABLE LABOR-MANAGEMENT RELATIONS RESOURCE FOR  
THE PUBLIC AND PRIVATE SECTORS**

By DAYTON M. NAKANELUA,  
State Director of the United Public Workers,  
AFSCME Local 646, AFL-CIO ("UPW")

My name is Dayton M. Nakanelua, State Director of the United Public Workers, AFSCME, Local 646, AFL-CIO (UPW). The UPW is the exclusive bargaining representative for approximately 14,000 public employees, which include blue collar, non-supervisory employees in Bargaining Unit 01 and institutional, health and correctional employees in Bargaining Unit 10, in the State of Hawaii and four counties. The UPW also represents about 1,500 members in the private sector.

**HCR-179**

Submitted on: 3/15/2019 7:08:59 PM

Testimony for LAB on 3/18/2019 2:10:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Mike Golojuch	Individual	Support	No

Comments:

I strongly support HCR179. I've have used and been part of the Industrial Relations Center activities. They are needed and should be funded to the maximum.

Please pass HCR179.

Mike Golojuch, Sr.

**HCR-179**

Submitted on: 3/16/2019 12:47:04 PM

Testimony for LAB on 3/18/2019 2:10:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Michael F Miller	Individual	Support	No

Comments:

Testimony of the Industrial Relations Center, University of Hawai`i at MÄ• noa

House of Representatives

The Thirtieth Legislature

Regular Session of 2019

Committee on Labor &amp; Public Employment

Committee on Lower &amp; Higher Education

March 18, 2019

Chair Johanson and Vice Chair Eli, and Chair Woodson and Vice Chairs Hashem and Perruso and Members of the respective Committees:

The Industrial Relations Center (IRC), University of Hawai`i at MÄ• noa provides the following comments in support of HCR 179/HR 161 for your consideration.

My name is Joyce M. Najita, Director of the Industrial Relations Center, University of Hawai`i at MÄ• noa.

There is a genuine concern among members of the greater labor relations community in Hawai`i from both the human resources management and organized labor communities over the steady decline in support for the fields of human resources management and industrial relations both locally and nationally. It is in the spirit of this concern that the Resolution received its primary motivation. The IRC is grateful for the submission of the Resolutions to the Legislature in attempting to gain support for programs that are continually being threatened in the anti-labor environment that the nation finds itself. It is of little wonder that these concerns have been raised in the community of which the

Industrial Relations Center is an important part. This specific resolution is designed to support the Industrial Relations Center as we move into the future. The issues involve the very future of work, the future of labor, and the future of labor-management relations. The University of Hawai'i Board of Regents founded the Industrial Relations in 1948 for these purposes. For these reasons, the Industrial Relations Center supports the approval of this Resolution requesting that the University of Hawaii Board of Regents continue to support and fund the Industrial Relations Center as we move into the future.

The Industrial Relations Center (IRC) has provided service to the private and public sectors to management and labor in Hawai'i for 70 years. In 2020 the 50th anniversary of the Hawai'i Collective Bargaining in Public Employment law will have been reached. Both management and labor in the field of labor relation need a research arm that is impartial to the respective interests of both sides of human resources/labor. The neutrality of the Industrial Relations Center with respect to labor-management relations has been at the core of the IRC founding mission since 1948.

Within this climate of concern and the problems that industrial relations as a whole from events at the United States Supreme Court, the National Labor Relations Board, the Hawaii Labor Relations Board, the various levels of government, both federal and state/county, including the line government agencies, labor unions, and human resources management staff, it is evident that labor relations has never faced such problems since the 1930s. It is within this context that questions over the survival of the Industrial Relations Center have been raised. Interested parties in the local community have been so concerned that they have sought to strengthen the commitment to preserve the Industrial Relations Center so that it is available to all parties that have a vested interest in preserving a strong and viable labor-management community in Hawai'i.

The IRC's mission is to promote understanding of labor-management problems, techniques, and policies; and to provide for labor, management, and the community sources of information in the field of industrial relations.

Originally established in the College of Business Administration, the IRC is now an independent organized research unit administered under Library Services. The value of the IRC's neutral position was aptly described in 1970 by J. B. Ferguson, former Director of the IRC, when he said that having separate education programs for labor and management "...tends to perpetuate the polarization between management and labor by emphasizing the differences between them rather than emphasizing their mutual interdependence in today's world. Techniques for easing and avoiding conflict seem to be of greater importance, given present laws and existing attitudes, than do techniques which perpetuate antagonism...."

Over the years, the IRC has established a reputation as an impartial and trusted resource agency in the highly adversarial field of labor-management relations in both the public and private sectors.

The IRC is a member of a national organization of professionals in the industrial relations field called the Labor and Employment Relations Association (LERA), as well as its Hawaii Chapter. LERA was previously known as the Industrial Relations Research Association (IRRA), and the Hawaii Chapter of LERA has maintained the IRRA designation. As a service to the industrial relations community, the IRC provides administrative services to the IRRA-Hawaii Chapter.

Thank you for your time and consideration of the IRC's comments in support of HCR 179.



**HAWAII GOVERNMENT EMPLOYEES ASSOCIATION**  
AFSCME Local 152, AFL-CIO

**RANDY PERREIRA**, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922

**LATE**

The Thirtieth Legislature, State of Hawaii  
House of Representatives  
Committee on Labor and Public Employment  
Committee on Lower and Higher Education

Testimony by  
Hawaii Government Employees Association

March 18, 2019

HCR 179/HR 161 – REQUESTING THE UNIVERSITY OF HAWAII  
BOARD OF REGENTS TO CONTINUE TO SUPPORT AND FUND  
THE INDUSTRIAL RELATIONS CENTER AS A VALUABLE  
LABOR-MANAGEMENT RELATIONS RESOURCE FOR THE  
PUBLIC AND PRIVATE SECTORS

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports H.C.R. 179 and H.R. 161 which requests the University of Hawaii Board of Regents to continue to support and fund the Industrial Relations Center as a valuable labor-management relations resource for both the public and private sectors.

The Industrial Relations Center has provided critical services to both management and organized labor in the public and private sectors for 70 years. The mission of the Center is to promote the understanding of labor-management issues and policies and to serve both sides of the bargaining table as an impartial research arm. We are very pleased with the work of the Center and its staff, as they have become an unparalleled and trusted resource for all parties and we are confident that Center will continue to serve this critical function in the future. It is for these reasons that we strongly support the passage of H.C.R. 179 and H.R. 161, and request that the University of Hawaii Board of Regents continue to support and fund the Industrial Relations Center.

Thank you for the opportunity to submit testimony in support of H.C.R. 179 and H.R. 161.

Respectfully submitted,

*for* Randy Perreira  
Executive Director



**HCR-179**

Submitted on: 3/18/2019 11:25:51 AM

Testimony for LAB on 3/18/2019 2:10:00 PM

**LATE**

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Dylan P. Armstrong	Oahu County Democrats	Support	No

Comments:

**DAVID Y. IGE**  
GOVERNOR

**JOSH GREEN**  
LIEUTENANT GOVERNOR

**SCOTT T. MURAKAMI**  
INTERIM DIRECTOR, DLIR

**LEONARD HOSHIJO**  
DEPUTY DIRECTOR, DLIR

**LATE**



**MARCUS R. OSHIRO**  
BOARD CHAIR

**SESNITA A.D. MOEPONO**  
BOARD MEMBER

**J N. MUSTO, Ph. D**  
BOARD MEMBER

**STATE OF HAWAII**  
**HAWAII LABOR RELATIONS BOARD**  
830 PUNCHBOWL STREET, ROOM 434  
HONOLULU, HAWAII 96813  
Phone (808) 586-8610 / FAX (808) 586-8613  
Email: [dlir.laborboard@hawaii.gov](mailto:dlir.laborboard@hawaii.gov)

March 18, 2019

To: Chairs Aaron Ling Johanson and Justin H. Woodson  
Vice Chairs Stacelynn K.M. Eli, Mark J. Hashem, and Amy A. Perruso  
Members of the House Committee on Labor and Public Employment and  
Members of the House Committee on Lower & Higher Education

Date: Monday, March 18, 2019

Time: 2:10 p.m.

Place: Conference Room 309

From: Sesnita Moepono, Member, Hawai'i Labor Relations Board (HLRB or Board)  
Department of Labor and Industrial Relations

**Re: HCR 179, HR 161**

REQUESTING THE UNIVERSITY OF HAWAII BOARD OF REGENTS TO CONTINUE TO SUPPORT AND FUND THE INDUSTRIAL RELATIONS CENTER AS A VALUABLE LABOR-MANAGEMENT RELATIONS RESOURCE FOR THE PUBLIC AND PRIVATE SECTORS.

Chairs Johanson and Woodson, Vice Chairs Eli, Hashem, and Perruso, and Members of the Committees,

Please let me express my sincere apology for submitting this late testimony as I just found out about this resolution this morning. I feel so strongly on my position in support of the Industrial Relations Center that I believe it is better to be late than never. Thank you for the opportunity to **testify in support of HCR 179 and HR 161**, which requests the University of Hawai'i Board of Regents to continue to support and fund the Industrial Relations Center (IRC), as it is a valuable labor-management relations resource for the public and private sectors. My name is Sesnita Moepono, and I am a Board member of the Hawai'i Labor Relations Board.

The Industrial Relations Center (IRC) at the University of Hawai'i at Mānoa has been in existence for over 70 years. The IRC's mission is to promote a better understanding of both State and federal labor management issues and to be the community resource of information in the field of industrial relations.

The IRC is the only organization in the State of Hawai'i, which is an impartial and trusted resource in the polarized field of public and private sector labor-management relations. From this unique position, the IRC has been able to bring together management and labor to facilitate positive dialogue.

As a member and state chapter of the national organization of the Labor and Employment Relations Association (LERA or previously known as IRRA), the IRC provides valuable administrative services to the IRRA-Hawai'i Chapter. IRRA-Hawai'i's regular monthly programs and meetings are attended by members from diverse areas of the industrial relations field, including private and public sector labor unions, employers, attorneys practicing in the labor-management area, and researchers.

The Hawai'i Labor Relations Board has supported IRC for many years, and many Board members have been members of IRRA-Hawai'i and have spoken at their events to enhance the public's understanding of the work that the Board does and the importance of public sector labor law.

Additionally, Ms. Joyce Najita, who is the current IRC Director, has been in that position for close to 50 years. She has served as a well-respected arbitrator in the community in addition to fulfilling her duties as Director, giving her unique insight into the relationship between management and labor. It is through Ms. Najita's leadership that the IRC has grown and developed into the significant role as a neutral research center for labor in Hawai'i.

The contributions of an organization such as the IRC and its employees cannot be measured using the same metrics that may be applied to other faculty members at the University of Hawai'i. The IRC's staff's productivity levels cannot be quantified simply by looking at publications or classes taught. The IRC does not offer credit courses or have a degree program; however, in addition to its research, the IRC provides invaluable support by, among other things, offering workshops to labor practitioners, hosting discussions between management and unions, and serving as a neutral organization promoting education.

If the IRC and its positions are not properly funded, the State of Hawai'i would lose a valuable resource for labor in Hawai'i. The Hawai'i Labor Relations Board fully supports the IRC and would respectfully request that the state legislature and the University of Hawai'i's Board of Regents do so as well.

Thank you for the opportunity to testify today.

DAVID Y. IGE  
GOVERNOR

JOSH GREEN  
LIEUTENANT GOVERNOR

SCOTT T. MURAKAMI  
INTERIM DIRECTOR, DLIR

LEONARD HOSHIJO  
DEPUTY DIRECTOR, DLIR



MARCUS R. OSHIRO  
BOARD CHAIR

SESNITA A.D. MOEPONO  
BOARD MEMBER

J. N. MUSTO, Ph. D.  
BOARD MEMBER

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March 18, 2019

Chairs Johanson and Woodson, Vice Chairs Eli, Hashem, and Perruso, and Members of the Committees on Labor and Public Employment and Lower and Higher Education,

Thank you for the opportunity to **testify in support of HCR 179 and HR 161**, which requests the University of Hawai'i Board of Regents to continue to support and fund the Industrial Relations Center (IRC), as it is a valuable labor-management relations resource for the public and private sectors. My name is Marcus R. Oshiro, and I am the Chair of the Hawai'i Labor Relations Board (HLRB or Board).

HLRB is a quasi-judicial agency that oversees collective bargaining and unfair labor practices in the State of Hawai'i under Chapters 89 and 377 of the Hawai'i Revised Statutes (HRS). In this capacity, the Board has had a great deal of interaction with the IRC and its Director, and many Board members have been members of the state chapter of the national organization of the Labor and Employment Relations Association (LERA or previously known as IRRA), for which the IRC provides valuable administrative services.

For over 70 years, the IRC at the University of Hawai'i at Mānoa has served to promote a better understanding of both State and federal labor management issues and to be the community resource of information in the field of industrial relations. The IRC has the unique position of being the only neutral organization in the State of Hawai'i that researches the polarized field of public and private sector labor-management relations and is an impartial and trusted resource for employers and both private and public sector labor unions as well as for researchers in this field and practitioners in the labor-management area. The IRC facilitates positive dialogue and helps to bring management and labor together to enable greater appreciation of each party's positions on a variety of issues in labor and industrial relations.

In its role assisting IRRA-Hawai'i, the IRC hosts regular monthly programs and meetings that are attended by members from diverse areas of the industrial relations field. These monthly programs and meetings include a wide range of topics focusing on issues and topics that the community expresses interest in and that practitioners believe they could benefit from.

Additionally, Ms. Joyce Najita, who is the current IRC Director has been in that position for close to 50 years. In addition to her duties as IRC Director and IRRA-Hawai'i Treasurer, Ms. Najita is a well-respected arbitrator in the community. Her unique insight into the relationship between management and labor has allowed the IRC to grow and develop as a neutral research center for labor in Hawai'i and to provide significant work products to assist the community.

The metrics typically used to review the work of faculty members at research universities cannot be easily applied to the researchers at the IRC. The IRC does not offer credit courses or have a degree program; however, in addition to its research, the IRC provides invaluable support by, among other things, offering workshops to labor practitioners, hosting discussions between management and unions, and serving as a neutral organization promoting education. The IRC provides technical expertise and assistance to public and private groups wishing to explore topics and issues related to collective bargaining or industrial relations. In this role, the IRC has responded to queries by the Legislature, labor unions, and employers from the private and public sectors, arbitrators, mediators HLRB, the media, and the public on labor relations matters.

In short, the Board believes that IRC's productivity is measured in terms of its impact, not its work products. If the IRC and its positions are not properly funded, the State of Hawai'i would lose a valuable resource for labor in Hawai'i. The Hawai'i Labor Relations Board fully supports the IRC and would respectfully request that the state legislature and the University of Hawai'i's Board of Regents do so as well.

Thank you for the opportunity to testify today.

/s/ Marcus R. Oshiro  
Marcus R. Oshiro, Chair, Hawai'i Labor Relations Board

**HCR-179**

Submitted on: 3/18/2019 11:56:55 AM

Testimony for LAB on 3/18/2019 2:10:00 PM

**LATE**

Submitted By	Organization	Testifier Position	Present at Hearing
Amy Ejercito	IBEW Local 1260	Support	No

## Comments:

There is a genuine concern among members of the greater labor relations community in Hawai'i from both the human resources management and organized labor communities over the steady decline in support for the fields of human resources management and industrial relations both locally and nationally. It is in the spirit of this concern that the Resolution received its primary motivation. The IRC is grateful for the submission of the Resolutions to the Legislature in attempting to gain support for programs that are continually being threatened in the anti-labor environment that the nation finds itself. It is of little wonder that these concerns have been raised in the community of which the Industrial Relations Center is an important part. This specific resolution is designed to support the Industrial Relations Center as we move into the future. The issues involve the very future of work, the future of labor, and the future of labor-management relations. The University of Hawai'i Board of Regents founded the Industrial Relations in 1948 for these purposes. For these reasons, the Industrial Relations Center supports the approval of this Resolution requesting that the University of Hawaii Board of Regents continue to support and fund the Industrial Relations Center as we move into the future.

The Industrial Relations Center (IRC) has provided service to the private and public sectors to management and labor in Hawai'i for 70 years. In 2020 the 50th anniversary of the Hawai'i Collective Bargaining in Public Employment law will have been reached. Both management and labor in the field of labor relation need a research arm that is impartial to the respective interests of both sides of human resources/labor. The neutrality of the Industrial Relations Center with respect to labor-management relations has been at the core of the IRC founding mission since 1948.

Within this climate of concern and the problems that industrial relations as a whole from events at the United States Supreme Court, the National Labor Relations Board, the Hawaii Labor Relations Board, the various levels of government, both federal and state/county, including the line government agencies, labor unions, and human resources management staff, it is evident that labor relations has never faced such problems since the 1930s. It is within this context that questions over the survival of the Industrial Relations Center have been raised. Interested parties in the local community have been so concerned that they have sought to strengthen the commitment to

preserve the Industrial Relations Center so that it is available to all parties that have a vested interest in preserving a strong and viable labor-management community in Hawai'i.

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More importantly, the IRC and IRRA promotes positive and productive labor-management relations, which is critical to Hawaii's economy, community and our people. The IRC continues to serve a bigger purpose for the benefit of both labor and management.

Mahalo.

**LATE**

**HCR-179**

Submitted on: 3/18/2019 12:52:29 PM

Testimony for LAB on 3/18/2019 2:10:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Thomas Cestare	Individual	Support	No

Comments:

The IRC has provided extremely valuable service to both the private and public sectors to both management and labor in Hawaii for 70 years. This has provided a forum for both labor and management to work in a cohesive manner to the benefit of everyone. Both management and labor have expressed the great value the IRC has provided for the state over the years. It remains extremely important that a neutral and impartial IRC continue its valuable service to our state. Please continue to fund the IRC and allow its good work in the field of labor relations to continue.

The IRC has a fine reputation as a trusted resource agency in the often contentious field of labor relations.

Tom Cestare